



# [Inside this issue]

DEC/JAN\_12/13

FEATURES ▶ ▶ ▶ LEGAL ▶ ▶ ▶ NEWS ▶ ▶ ▶ RESEARCH ▶ ▶ ▶ DILEMMA ▶ ▶ ▶ EXPERT WITNESS

03 LEADER

**Intrinsic functions** The *Equality Act* rules on pre-employment health screening continue to cause confusion among OH professionals, particularly on what constitutes an 'intrinsic function of the work'

04 NEWS

... ill health, injury and death stats ... absence survey shows mixed results ... finding flexibility – parents of disabled children ... stressed out – two studies reveal level of stress among UK workers ... common health interventions – DWP reports little improvement ... electromagnetic fields ... first aid consultation ... BOHS awarded royal charter ... revalidation of doctors starts on 3 December ... occupational safety and health leadership ... nanomaterials review ... fee for intervention – HSE starts charging ... depression studies – UK tops EU depression league ... austerity hits health, says TUC ... online risk assessment tool

11 LEGAL NEWS

... tribunal adjournments on medical grounds – *Iqbal v Metropolitan Police Authority* ... drop in tribunal claims ... adverse effect of secondary infections – *Sussex Partnership NHS Foundation Trust v Norris*

15 GUIDANCE

## Ethics guidance

The latest ethics guide from the Faculty of Occupational Medicine is designed for everyone involved in occupational health practice rather than just occupational physicians. John Ballard takes a look at the seventh edition.

18 DILEMMA

## Consent and the OH physician

Two consultant occupational physicians – Jacques Tamin and Naomi Brecker – debate whether the GMC's guidance on confidentiality and its requirement for consent to the release of reports should be applied universally to occupational medicine.

20 FEATURE

## Fit for work, fit for purpose?

Project manager Jasmine Waiters reports on the first year of the Kensington and Chelsea Fit for Work Service, which is one of 11 such services established in response to Dame Carol Black's review of the health of Britain's working-age population.

27

FEATURE

## Coordinators fall short on health and work

The findings of a DWP-funded study of the work of the health, work and wellbeing coordinators and outcomes from the health, work and wellbeing challenge fund reveal mixed messages.

30

FEATURE

## Alcohol on the brain

### Part 2: alcohol and work

The duty to make reasonable adjustments is both wide and complex, and not always fully understood by employers, HR and OH practitioners. Colin Payton explains.

34

EXPERT WITNESS

## Obtaining medical evidence

Legal expert Diana Kloss explains the law and ethical guidance on obtaining medical reports and the worker's consent to release an OH report.

37

BOOKSHELF

... resilience ... discrimination law and OH practice

38

RESEARCH DIGEST

... Colt research ... sleep problems increase absence ... vibrating mouse can get cold shoulder

40

RESEARCH PLUS

Our compendium of published evidence on occupational health

43

BRIEFING

... your need-to-know guide to this issue